

# The Pipeline

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## More Than a Floor Swap

By: Lisa Aug, CFC Communications

Like any home improvement project, the Great CFC-CHS Floor Swap grew into a much bigger project than originally planned. In the end, between May and November 2000, every single CFC employee in Franklin County moved at least once. That's:

- 841 individuals, plus each person's office furniture, equipment, files and miscellaneous detritus
- in 13 different buildings: CHR Building, First City Complex, Mare Manor, Comanche Trail, Mero Street, Ann Street, Fair Oaks, D&E Building, Elkhorn Court, Mill Creek, Mare Manor, Berry Hill and KAMES Building.

"As massive as these moves have been and given that they affected every person, it could not have been done without a team effort," said Leasing, Design and Moving Services Branch Manager Van Davis. "CFC staff have been extraordinarily patient and willing to help with every change. Without their help, we could not have done this.

Davis singled out several people who coordinated the moves for their departments:

- Glenda Martin, CFC child support
- LuAnn Cobb, DDS
- Richard McDonald, DDS
- Johnny Sams, D&E building
- Darrell Welch, D&E
- Howard Velosky, KCCVS

Davis also gives great credit to OTS/Network Services for timely installation and moving of phone and computer lines. "Without them none of this would have been possible," he says, praising their willingness and flexibility to adapt to changing circumstances. The Procurement Branch also deserves credit for obtaining trailers for surplus equipment and other emergency help on short notice, and the Asset Management Branch for handling continuously over months a much larger volume of surplus than expected.

"Every single person stepped up to the plate and did what had to be done," Davis said. "Everyone should be very proud."



But we all know that Leasing, Design and Moving Services staff carried the weight of this move – figuratively as well as literally. Therefore Pipeline recognizes those staff members individually:

- |                      |                |
|----------------------|----------------|
| • Ray McGuire        | Teresa Hester  |
| • Frank Taylor       | Charlie Bowen  |
| • Evona (Radar) Howe | Tommy Bowen    |
| • Troy Hogan         | Robert Tillman |
| • Larry McKinney     | Louis McDowell |
| • Bobby Shepard      | Danny Collins  |
| • Lisa (West) Razor  | Wilma Morris   |
| • Randall Hancock    | Van Davis      |
| • John Redmon        |                |

Leasing and Design and Moving Services accomplish all the moves in Frankfort while simultaneously relocating 814 staff in staff in 16 counties. This could have been very ugly. But thanks to heroic and beyond-the-call performance by everyone involved, the moves went far more smoothly than anticipated, and the 4th floor moves came in before deadline. Congratulations to everyone!

## Proper Procedure a MUST for Building Security



Security guards in the Human Resources Complex report numerous violations of security procedures. In some cases, they say, one employee will swipe an access card, followed by others who do not swipe their cards, with each holding the door open for the next person approaching. There has also been an incident in which non-employees were found wandering around the building after they rapped on a remotely located door and were admitted by an employee who happened to be walking by.

Please be aware that, while it is permissible to keep the door open as several employees enter, all employees should scan their cards before they step inside. Also, all visitors to the complex are required to sign in at the main entrance, and employees should not admit visitors at remote entrances.

# CFC Strategic Plan Update

In case you were wondering what happened to all of the excellent input received from employees on the Cabinet's new Strategic Plan, you will soon see the final version of the Vision, Mission and Values. These were revised based on suggestions you made during the Oct. 24 & 25, 2000, videoconferences.



The employee suggestions "truly added value to the process," said Sharon Marcum, our facilitator/consultant from Governmental Services Center.

"CFC employees have made it very clear about what is important to them," she said, "and the Strategic Planning Team has really considered all input and tried to incorporate as much of it as possible in the revised planning process thus far."

Next steps include another large group meeting of the Strategic Planning Team on January 18, 2001, to begin work on Goals and Strategies. A draft of that document will then be shared with all employees, and you will again have the chance to offer comments and suggestions.

The revised version of the Vision, Mission and Values (printed below) has been reviewed and approved by Secretary Viola Miller. It will go before the planning team for final approval on Jan. 18.

## Cabinet for Families and Children Strategic Plan

The Cabinet for Families and Children recognizes that children are our greatest natural resource, that individuals and their families are the most critical component of a strong society and that each must be afforded a safe, secure and nurturing environment.

### Vision

Our Vision is a Cabinet that is:

- Focused on families, children, and vulnerable adults;
- Committed to families as partners in decision making;
- Proactive, responsive and accessible to all members of the community;
- Sensitive to cultural and community differences;
- Committed to innovation, continuous improvement, shared accountability, and measurable outcomes;
- Community based and partnership oriented; and
- Recognized as the best human service delivery organization in the nation.

### Mission

To provide leadership in protecting and promoting the well being, self sufficiency, and independence of Kentuckians through partnerships with others in the delivery of comprehensive family services.

## Values

### Human Dignity...

We treat people with respect and sensitivity, value their diversity and believe in their ability to determine their own futures.

### Empowered Workforce...

We value each employee as an essential part of an empowered workforce that is accountable and rewarded for developing and delivering quality services.

### Community...

We believe that strong families produce strong communities and that strong communities build strong families.

### Learning...

We believe continuous learning is essential for personal, professional and organizational improvement.

### Results...

We are committed to making a positive, measurable difference in the lives of the families we serve and in the communities in which they live.

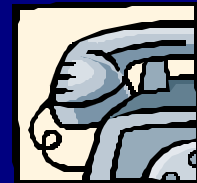
## Sick Leave Needed

Amanda Diaz of Child Support in the Lincoln Trail Region is in need of donated sick leave. Amanda is on maternity leave and has exhausted all of her leave time. To donate time, contact Nancy Alexander at (270)766-5085 ext. 206.



Susan (Melynn) Mitchell of Child Support in the Lincoln Trail Region is in need of donated sick leave. She injured her back and may need surgery. Her leave time has also been exhausted. To donate time, contact Nancy Alexander at (270)766-5085 ext. 206.

## We've Got Your Number!

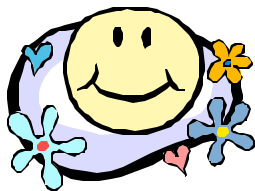


State Telephone Directories are available at the Building Superintendent's offices in the CHR and HSB Buildings.

Please recycle old directories in bins provided in each building's lobby area.

## Familiar Faces in New Places in DCBS

By Lisa Aug, CFC Communications



You're still seeing them around, but they don't seem to be where they're supposed to be. Sylvia Johnson, Dana Jackson and Michael Cheek changed jobs in December, but they're all still working for CFC.

Sylvia Johnson, who served as director of Protection and Permanency for almost 2 years, now works with the Eastern Kentucky University – University Training Consortium as a special project manager responsible for ASFA implementation with emphasis on adoptions. She will also be working with the Family Support pilot project in Louisville with Jefferson County SRA Sandra Wilson and Jefferson Community College. That project helps family support staff return to school to get associate degrees. In addition, Sylvia will conduct EAL staff training and other duties assigned. Between CFC and Jefferson County government, she has 27 years' experience in social services.

Dana Jackson, director of the Division of Child Care since April 1999, is the new director of Protection and Permanency. Dana came to the cabinet after nearly eight years working with children and their families for the Jefferson County Public Schools, as a Family Resource Center Coordinator. Prior to this she served as a Certified Health Education Specialist with the Jefferson County Health Department. She has also worked as a counselor at California's Aviva Respite Shelter, where her duties included identifying and providing services to at-risk adolescents in the Los Angeles Unified School District.

Dana received bachelor's degrees in both psychology and child development in 1988 from California State University, where she graduated magna cum laude. In 1999, she earned a master's degree in clinical psychology from Spalding University in Louisville.

Michael Cheek, who has been with CFC since 1978, is the new director of the Division of Child Care. He has been staff assistant to the commissioner of DCBS since 1997. Previously he worked for the Division of Child Support until 1989 and the Division of Program Management in the old Department of Social Services.

"Having served as Interim Director for the Division of Child Care from June 1998 until April 1999 when Ms. Jackson became Director, I welcome the opportunity to again work with the child care staff, contractors and providers across the Commonwealth," Michael says. "The task of implementing the KIDS NOW initiative is both challenging and rewarding for those involved, especially Kentucky's youngest children."

We wish Sylvia, Dana and Michael success in their new positions.

## Yoga Classes in CHR Building

A local yoga instructor, Julia Rome, has offered to provide yoga classes for employees in the CHR Building. Ms. Rome advises that students will work at their own ability level to improve health and well-being, flexibility, strength and concentration.



The class will meet in a yet-to-be-determined location in the building either during lunch or after work. The minimum number of students required is 6, and the cost is \$5 per class (first class is free).

In order to know if there are enough employees to establish the class, please e-mail Ronnie Dunn, CFC Division of Personnel, to advise of your interest.

## 2001 Governor's Prayer Breakfast

The 2001 Governor's Prayer Breakfast will be held on Wednesday, Jan. 31 from 7:30 – 9:00 a.m. at the Farnham Dudgeon Civic Center, 405 Mero Street, Frankfort. Tickets can be obtained by contacting Mary Greene at (502)573-2382.

## "Everyone A Leader" Makes A Difference in CFC

Now that most of us have had time to put into practice the skills we rehearsed during the initial "Everyone A Leader" sessions, Pipeline would like to hear whether this skill-building endeavor is making a day-to-day difference in the way we interact with our colleagues and serve our clients. If you can cite an example of how adherence to the Ground Rules and Basic Principles of Professional Behavior has helped CFC employees do a better job, please inform Pipeline editor Patricia Boler by e-mail or by calling 564-6180.

